

# THE COPPER ERA

AND MORENCI LEADER

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## FINAL AGREEMENT BETWEEN MANAGERS AND EMPLOYEES

Committee Representing Employers  
of District and Mine Managers Sign  
Mutual Agreement Embracing Work  
ing Conditions and Wages.

In the office of General Manager Carmichael, of the Arizona Copper Co., Ltd., an important meeting was held on Wednesday of this week at which time an agreement in regard to industrial conditions in the Clifton-Morenci-Metacalf district was entered into and signed by a committee of seven, representing the employees of the district, and the three mine managers.

Representing the three large operating mining companies in the district were Norman Carmichael, General Manager of the Arizona Copper Co., Ltd., M. H. McLean, General Manager of the Detroit Copper Mining Co., J. W. Bennie, General Manager of the Shannon Copper Co.

The committee representing the employees of the district which had been previously chosen from the several crafts was composed of the following:

Theodore Hollingsworth, C. S. Edmondson, C. Duval, Dick Walsh, Rudolph Palacio, Sam Bridges, Camuto A. Vargas, Ignacio Aja, Santiago Eras, Lidio Dominguez, C. O. Smith, Frank J. Starr, Jose Bernal, Noberto Gonzales, Hilario Penas, Francisco Maese, Encarnacion Lucero.

The agreement signed by representatives of the employees and the general managers covers general rules for working conditions, the presentation of grievances, and wages in the Clifton-Morenci-Metacalf district.

The agreement is a lengthy document of about four thousand words and will be printed in pamphlet form in both English and Spanish for distribution among the employees.

The main features of the agreement in the first portion thereof are as follows:

"There shall be on the part of the company and its employees a strict observance of the federal and state laws respecting mining and labor and of the company's rules and regulations supplementing the same.

"The right to hire and discharge, the management of the properties, and the direction of the working forces, shall be vested exclusively in the company, and, except as expressly provided, this right shall not be abridged by anything contained herein.

"It is understood and agreed that all operations shall be conducted upon the open shop principle, and no discrimination against union or non-union men on account of their affiliation or non-affiliation will be practiced by employers, or employees; the Western Federation of Miners always excepted.

"Every employee shall have the right of ultimate appeal to the Manager of the company concerning any condition or treatment to which he may be subjected and which he may deem unfair, and nothing contained herein shall forfeit to him this right.

"Employees shall not be obliged to trade at the company stores, but shall be at perfect liberty to purchase goods wherever they may choose to do so.

"Any employee charged or entrusted with the employment of any workmen or laborers in employment, who shall be found guilty of demanding or receiving, either directly or indirectly, from any workman or laborer, employed through his agency or worked or continued in employment under his direction or control, any fee, commission or gratuity of any kind or nature, as the price or condition of the employment of any such workman or laborer, or as the price or condition of his continuance in such employment shall be immediately discharged, and may be prosecuted to the full extent of the law.

"Any employee, workman or laborer, who may be found guilty of offering or receiving, directly or indirectly any fee, commission or gratuity, of any kind or nature, as the price or condition of his employment, or continuance in employment, on behalf of himself or of any other person shall be instantly dismissed."

Several pages of the agreement deal with the wage scale in the district which had been previously agreed upon and which has already been published.

The manner of nomination and selection of grievance committees representing the several departments and classes of labor and the formation of the general grievance committee for the entire district is also dealt with at length in the written agreement, the several grievance committees to be elected annually.

Subjects that May Properly Come Before Grievance Committees:

Complaints regarding working conditions.  
Complaints regarding treatment by any overseer, foreman, shift boss, etc.  
Complaints regarding discrimination in employment.  
Complaints regarding uncalled for dismissal.  
Complaints against Hospital or Medical Departments.

When an employee has been discharged, if he desires to claim reinstatement, he shall present his case to the Grievance Committee and it shall be by them investigated within five days from the date of discharge.

## SIR EDWARD MERREWETHER



Among the British officials on board the Appam when the latter was captured by the Germans was Sir Edward Merrewether, governor of Sierra Leone.

If the Grievance Committee shall decide the case a proper one to present to the General Manager, it shall be presented within the five days from the date of discharge, and if not so presented, the case shall be closed and the discharge final. If presented to the General Manager and the discharged employee is found to have been discharged without sufficient cause, he shall be reinstated and shall be paid for lost time. If the discharged employee was at fault, but the Manager is willing to reinstate him, he may be reinstated without pay for lost time.

Employees believing themselves to be subjected to unfair conditions or treatment, before presenting any grievance to the Manager, shall first seek to have differences or the conditions complained about adjusted by conference, in person or through their representatives, with the Superintendent of the department in which he is employed. If having failed to secure satisfactory adjustment of the same through the superintendent of the department, they may present their grievances to the Manager in the manner provided.

Work shall be carried on as usual during the investigation of any grievance.

Any employee or group of employees agitating and quitting work, or causing others to quit work, on account of any grievance, without first submitting such grievance to properly constituted Grievance Committee to be investigated and adjusted, if possible, will forfeit the right to protection or support of his or their fellow employees, and cannot be reinstated without the consent of the General Manager.

Foreman and shift bosses shall not be affected by anything contained in this agreement.

Complaints that Will Not Be Properly Come Before Grievance Committee: Disputes regarding accounts. These must be taken up by complainant individually through General Manager, or by proper official at General Office, Joint Conference Committee.

In case of a general grievance affecting the whole district, a joint conference committee shall represent the employees, and shall consist of twelve members as follows:

The Chairman and Secretary of the Grievance Committee of each of the three districts for the Arizona Copper Company, Limited, the Chairman of each of the four departments for the Detroit Copper Mining Company of Arizona, and the Chairman of each of the two districts for the Shannon Copper Company.

The final conclusion of both parties to this agreement is that justice and equity shall prevail in their relations as employers and employees. And that a fair day's work, a fair day's pay, and the common courtesy due to all in their business relations of life be observed."

The agreement was signed by Theodore Hollingsworth as Chairman of the Committee of Employees and Chas. Edmondson as Secretary and for the companies is signed by the three general managers.

It is said that the final meeting between the managers and the committee of employees was marked by manifestations of good will on both sides and that the machinery has now been provided by mutual agreement for the avoidance of trivial and unnecessary disturbances in the district.

## A MILLION DOLLAR COPPER TRAIN GOES EAST

GLOBE, March 27.—A shipment of 4,464,800 pounds of copper in forty-nine cars left Globe yesterday afternoon over the Arizona Eastern railroad, the destination being Perth Amboy, N. J., where are located some of the largest metal refineries of the world.

Forty carloads of this copper were from the International smelter at Miami, and represents one week's output, the product of concentrates from the Inspiration Consolidated and Miami Copper companies' mills. Nine cars contained the product of the Old Dominion and United Globe ores, and a small consignment of customs ores.

This trainload of copper is the largest single shipment of the red metal ever made from Arizona and reduced to fine copper its value at 27 cents per pound, is approximately \$1,195,000. Maintained at the above rate of production, the output of the International and Old Dominion smelters for one year would be 231,168,000 pounds and would far exceed the production of copper from any other district in Arizona.

Inspiration Consolidated is producing copper at the rate of 9,000,000 pounds per month, soon to be increased to 10,000,000, and with two units added to its mill will, within a few months, be able to produce more than 11,000,000 pounds per month. Miami Copper company is outputting in excess of 4,000,000 pounds of copper per month and expects to produce 50,000,000 pounds this year, and Old Dominion's production is running close to 3,000,000 pounds monthly. Also, shipments of ore from local mines to the Douglas and El Paso smelters add largely to the copper production of the Globe-Miami district.

Three engines were required to pull the 49 cars, in sections, over the divide three miles south of Globe, where they were made up in one train drawn by two locomotives. The copper from the Inspiration smelter goes to the Raritan Copper works and that from the Old Dominion to the refinery of I. M. S. & B. Co., Beantill y tion, the American Metals company, both located at Perth Amboy, N. J.

## MORE MEN GIVE UP CUTICLE TO HELP HOOKER

Eleven Volunteers Undergo Operation to Aid in Fight for Life of Clifton Boy.

GLOBE.—Eleven more volunteers came to the front this week and gave up a portion of their cuticle to aid in the recovery of Gordon Hooker, who was badly burned at the International Smelter seven weeks ago. Hooker submitted to a second skin grafting operation at the Miami-Inspiration hospital yesterday afternoon and is rapidly regaining his normal health. Drs. Bacon and Eccles performed the operation which was entirely successful.

Members of Local 467, I. B. E. W. with which Hooker is affiliated, volunteered some time ago for the first skin-grafting operation and thirteen men were allowed to add.

The eleven who volunteered yesterday were George F. Sennar, attorney; E. C. Barton and Roy Basham, pipefitters; Alfred Gillette, ironworker; and N. C. George, C. H. Bond, G. J. Purdy, William Farger, R. S. Clements, J. G. Jennings and Ben Blair, electricians.

Officials of the electricians union said last night that they desired to express their appreciation for the splendid treatment they have been accorded by the staff of the Miami-Inspiration hospital. They said that no praise of Dr. Bacon and his staff could be too high.

Hoffman for Sheriff.—

Morenci, March 31.—It became known here this week that Johnny Hoffman, at present Constable of this precinct, will be a candidate for the democratic nomination for Sheriff in the primaries this fall. Morenci democrats are enthusiastic in their support of Hoffman, who during his long service as a peace officer in this precinct has proven himself a fearless and impartial officer who stands first, last and all the time for the enforcement of law and order regardless of who the offender may be. Mr. Hoffman has been on the firing line, as it were, for the past four years, without a day's vacation. Mr. Hoffman is no stranger to the people of Greenlee county and is particularly well known among the cattlemen and farmers in the outlying districts as well as enjoying a wide circle of friends in the Clifton-Morenci district who have encouraged Mr. Hoffman to enter the race.

## ARIZ STATE GUARD CRITICISED BY U. S. OFFICIALS

Adjutant General Harris Given Severe Criticism as an Incompetent By Those Officers Who Have Received Their Dismissal.

PHOENIX, March 28.—That Col. Charles W. Harris, adjutant general of the Arizona National Guard, is incompetent, and is using that organization to further the political ambitions of himself and Governor Hunt, is the charge made today by deposed officers of the guard.

The Arizona guard has been in a serious way for some time. Since Harris was appointed by Hunt there has been nothing but trouble and dissatisfaction. Conditions finally became so bad that Hunt asked the war department to detail a regular army captain to take charge. Captain Cromwell Stacey was sent here following that request. He was in charge of the guard for a year, and brought it up to a high standard of efficiency. As soon as he turned his back to Harris, things became worse.

Governor Becomes Alarmed.

With the approaching inspection, Hunt became alarmed and asked the war department to have Stacey again placed in charge. The request was refused, the reason being that in case the companies did not pass Stacey would be to blame.

Captain Guiley, one of the deposed officers stated that because he opposed Hunt and Harris he was put on the unassigned list. The Hay bill which will probably pass in a few days will give militia officers a good sized salary.

Is Menace to Guard.  
Unless things take decided change within a short time, and Harris is deposed, Arizona will have no national guard.

Harris told local officers that they were to ignore any suggestions coming from Stacey, as he (Harris) was in charge of affairs.

In reply to a communication from Governor Hunt, Assistant Secretary of War, Breckenridge, stated that Harris' attitude was one of "poorly veiled hostility." Both Breckenridge and former Secretary Garrison have previously demanded Harris' removal. Garrison saying in his letter that Harris "was inefficient from a federal viewpoint."

## BULLETS FIRED AT RESIDENCE OF CARMICHAEL

Fusillade of Shots Arouse Inhabitants On East Side at One O'Clock Wednesday Morning.

Wednesday morning about 1 o'clock a fusillade of shots were heard on the East Side in the vicinity of the residence of General Manager Norman Carmichael. Those who heard the shots say they followed in quick succession, and were evidently discharged from an automatic revolver. The shots were fired from the road leading past the Carmichael residence and upon investigation the following morning it was discovered that four of the shots had lodged in a small space between two windows where a light in the room was burning.

Mr. Carmichael was awakened by the shots and together with the night watchman on duty made an investigation but no trace of the marauder could be found.

The incident has been reported to the officers who are at a loss for a clue of the perpetrator.

## NO WARRANT FOR GIVING ARMS TO CITIZENS

Governor Hunt's Request for Three Thousand Arms Is Turned Down. Baker Says Times Are Too Pivotal to Risk Arms in Hands of Citizens.

WASHINGTON, March 28.—The war department informed Senator Ashurst that it would be illegal to furnish 3,000 rifles to Arizona citizens in accordance with Gov. Hunt's request.

Secretary Baker telegraphed Gov. Hunt as follows: "In the present panicky state of mind of citizens along the border I do not think arms should be placed in the hands of any except those under the severest discipline. The presence of armed citizens would be liable to result in some unfortunate incident precipitating the very trouble we wish to avoid. Gen. Funston is believed to be taking steps as conditions demand."

## LIEUT. HANS BERGE



In command of the captured British passenger steamer Appam when she dropped anchor at Hampton Roads was Lieut. Hans Berge of the German naval reserve. This daring and brilliant commander is the hero of one of the most fantastic and thrilling tales of sea lore. From off the Madeira islands, where the capture took place, he made his way across the entire Atlantic unmolested by the many British and French warships which literally crowd the seas, and arrived safely at Norfolk, Va.

## PRIMARY TICKETS NOMINATED BY TWO PARTIES

Republicans Will Contest With Democrats For Street Supervisor and Seats in the Town Council

The primary election in the Town of Clifton, which will be held on April 21st, has resolved itself into a contest among the Democrats over the nomination for Town Clerk, Town Marshal and Street Supervisor.

At the time of going to press the Republican party had filed nomination papers for members of the Town Council and Street Supervisor only, leaving the office of Town Clerk and Town Marshal vacant.

The Socialist party failed to make any nominations and will not have a ticket in the primary election.

In the democratic party primary nomination petitions have been filed for members of the Town Council, seven in number, as required by law. The nominees of the democratic party for the Board of Aldermen consist of Mrs. Joe Deck, Arthur Slaughter, W. C. Young, Walter Tappin, Sr., Thos. Sidebotham, Frank Springer, and O. J. Cotey.

In the Democratic primary for Street Supervisor several candidates have entered the race for the nomination including H. Halter, W. R. Hutchins, B. F. Bowman, B. Vandercok, W. J. McDowell, Richard Young. For Town Marshal the race in the primaries is between H. P. Chilson and G. L. Crawford. For the position of Town Clerk Mat Danneberg is opposed for the democratic nomination by E. R. Shortridge.

On Primary day the Republicans will ballot for J. E. Penn, as the nominee for Street Supervisor and F. Backstein, J. C. Gatti, H. Hill, Richard Stephens and George Reitzer for the Town Council.

On Friday evening the total registration for the primary election had reached a total of 638. Of this number practically two-thirds are democrats. Approximately twenty Socialists have come forward and registered their party affiliation regardless of the fact that the Socialists have no ticket in the primary election.

Some voters who registered as non-partisan and independent, when they learned that they could not vote in the primary, returned to the office of the Town Clerk and declared their affiliation with the Democratic party in order to vote in the Democratic primary.

It is admitted on all sides that both the Democrats and Republicans have put forward a representative ticket of good citizens for Aldermen. The nomination by the Democrats of Mrs. Joe Deck, President of the Clifton Woman's Club, is a recognition by that party that the women of Clifton are entitled to a voice in Town affairs.

On Mining Business.—Mr. E. T. Morton, of the Engineering firm of Lamar Cobb & Co., was called to Miami this week on mining business.

## D. C. CO. EMPLOYEES THREATEN STRIKE

Grievance Committee Holds Conference With General Manager McLean on Thursday.

Because of dissatisfaction and complaint on the part of some employees of the Detroit Copper Mining Co. at Morenci, on Wednesday of this week, because of the fact that they had been either laid off or discharged, the D. C. M. Co. grievance committee was in session with General Manager McLean Thursday morning at ten o'clock and the district grievance committee was in session with the three general managers of the district at 2 p. m. on the same day.

As a result of the conference between the grievance committee and the managers, what for a time looked like another walk out was avoided, for the present at least.

With a more thorough understanding on the part of the foreign employees of the rules and regulations governing working conditions in the district, which were signed on behalf of the employees this week by a committee, and the general managers, it is the expectation that misunderstandings will be avoided in the future.

## CLEVER WORK BY THE MORENCI OFFICERS

Slayer of Mexican Whose Body Was Found in Tunnel Is Arrested in El Paso.

As a result of prompt and clever work on the part of the officers at Morenci and El Paso, Gregorio Gonzales, who it was alleged was guilty of the murder of a fellow Mexican in the A. C. tunnel at Morenci two weeks ago, was taken into custody by the El Paso police on Wednesday of this week.

The murdered man was found lying in a tunnel shortly after midnight, shot through the head. During the early part of the evening the deceased, with two companions, had been seen about Morenci and is said to have displayed a roll of bills, amounting to eighty dollars, in a pool hall.

When the murder was reported the officers shortly afterwards took into custody Anastacio Balderas and Tillo Lopez who have been held in jail since the commission of the crime on suspicion, while the officers continued their search for Gonzales, the last man seen with the victim.

It was learned that Gonzales left Morenci on the train the morning following the crime and he was traced to El Paso where his arrest followed.

When arrested Gonzales admitted his guilt to the chief of police at El Paso, saying he had killed a man in Morenci and had sold the pistol in Lordsburg on his way to El Paso. Deputy Sheriff Tom Campbell went to El Paso on Thursday and is expected back in Morenci Saturday evening with the self confessed murderer.

## THE METAL MARKET

Copper is firmer and the market is more active. For June, July and August deliveries lake is 27 1-4 to 27 1-2 cents and electrolytic is 27 1-8 to 27 3-8 cents a pound. Spot copper is practically unobtainable at around 28 cents. Both foreign and domestic consumers have been in the market making purchases this week and there are inquiries for some substantial amounts of copper. The foreign visible supply is continuing to decrease and this has brought about an advance of £22 per ton recently in the price of standard copper. Electrolytic is still selling in London at £136, equivalent to 28.90 cents per pound.

The peace talk which has been circulated so generally of late to depress the stock market appears to have had no effect whatever on copper. Consumers do not need to be told that there is absolutely nothing in these peace rumors, for they are receiving requests every week to bid on specifications for munitions and other war supplies. There is still every prospect that the European war will continue at least a year and possibly three years longer and meanwhile it is reasonably certain that the price of copper will remain abnormally high.

Rebekah Dance.—Saturday evening at the Princess Theatre the local Rebekah lodge will give a dance for which arrangements have been made to make it one of the most enjoyable affairs held this season. The reputation of the ladies in arranging dances in the past is a sufficient guarantee that nothing will be left undone looking to the pleasure of the guests. A large number of tickets have been sold and from all indications a full house will respond.